



# BUILD YOUR REFLECT RAP

A structured, culturally grounded  
pathway to reconciliation



# BUILD YOUR REFLECT RAP



Reconciliation is not a statement.

It is a commitment that must be understood, resourced and carried through.

Many organisations recognise their responsibility but are unsure how to begin in a way that is respectful, informed and credible.

Build Your Reflect RAP is designed to guide your organisation through this process with clarity and integrity.

**Delivered by practitioners who understand both corporate environments and First Nations expectations, this program ensures your approach is grounded, practical and accountable.**

## WHAT YOU WILL ACHIEVE

- A submission-ready Reflect RAP draft
- A defined and implementable reconciliation roadmap
- Governance structures aligned to accountability and delivery
- Practical strategies for engagement with Aboriginal stakeholders
- A stronger foundation for long-term cultural capability

## ADVISORY DELIVERY

- Structured advisory delivered across five facilitated 2hr sessions
- Guided step-by-step RAP development
- Practical application of the Reflect RAP framework
- Structured working sessions, not theory
- Direct support to build your organisation's RAP in real time
- Outcome:
- You leave with a submission-ready Reflect RAP, not just an understanding of one.

## WHO THIS IS FOR

- This program is suited to organisations ready to move beyond intention and into action:
- Corporate organisations and national businesses
- Government and government-funded entities
- Not-for-profit organisations
- Social enterprises and community-led organisations
- No prior RAP experience is required.

## WHY THIS MATTERS

- A RAP is not a document to be completed.
- It reflects how your organisation shows up, builds relationships and creates opportunity.
- Without the right guidance, organisations risk:
- Treating reconciliation as compliance
- Engaging without proper understanding
- Delivering commitments that cannot be sustained
- This program ensures your RAP is built on the right foundations from the beginning.



## HOW WE WORK WITH YOU

<b>INFORMATION SESSION   1.5 hours   Online</b>	Understand what a RAP requires, what it means for your organisation and whether you are ready to proceed.
<b>SESSION 1   FOUNDATIONS</b>	Define your purpose, organisational context and reconciliation commitment.
<b>SESSION 2   RELATIONSHIPS</b>	Identify stakeholders and build an approach to engagement that is respectful and sustained.
<b>SESSION 3   RESPECT</b>	Embed cultural learning, protocols and awareness into your organisation in a meaningful way.
<b>SESSION 4   OPPORTUNITIES AND GOVERNANCE</b>	Develop commitments across employment, procurement and supplier diversity. Establish your RAP Working Group and governance approach.

## FREQUENTLY ASKED QUESTIONS

### What is a Reflect RAP

- It is the first stage of your reconciliation journey, focused on building understanding, relationships and a strong internal foundation.

### What is required from your organisation

- No upfront preparation is required. The process is structured to guide your organisation from initial understanding through to a completed draft.

### How practical is the program

- Highly practical. Each session contributes directly to your RAP.

### How long does it take to complete a RAP

- Most organisations take several months. This program accelerates the process by providing structure and support.

### Will this support genuine engagement with Aboriginal communities

- Yes. The program focuses on building respectful, informed and ongoing relationships.





Begin your RAP development with a structured and accountable approach.

### **Website**

[www.connexions.net.au](http://www.connexions.net.au)

### **Email**

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We pay our deepest respects to the Aboriginal and Torres Strait Islander ancestors of this land, their enduring spirits, and their profound legacy. The foundations laid by these ancestors—our First Nations peoples—give strength, inspiration, and courage to current and future generations towards creating a brighter future for all.

At Connexions, we honour the rich cultural heritage and deep wisdom of the Traditional Owners of the lands on which we work and live. We acknowledge their continued connection to the land, waters, and community. We commit ourselves to a path of reconciliation, respect, and partnership with the Aboriginal and Torres Strait Islander communities.